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5 August 1952

MEMORANDUM FOR: Director of Training

THRU : Deputy Director of Training

FROM :

[REDACTED]

SUBJECT : Salary Scale of the Summer Area Program

1. In response to a suggestion from the Deputy Director of Training, I have made some inquiries on the above subject with the following results:

- a. An Assistant Professor at Michigan State College receives during his first appointment \$6,000. a year, (which consists of three-Quarters of teaching). He will teach on the average nine periods of fifty minutes a week, and will therefore give approximately 270 lectures. This figures out to be approximately \$22.00 for a fifty-minute lecture.
- b. In the summer session of eight weeks, he would receive \$14.00. and teach from eight to ten periods a week or an average of nine periods a week. This averages just under \$20.00 per lecture.
- c. During the summer he would also have the opportunity to earn from \$300 to \$400 on a research grant.
- d. [REDACTED] who is the only full time consultant lecturing this summer on the Summer Area Program, is receiving a stipend of \$40.00 per day plus \$9.00 per diem. He will have forty two-hour lectures which includes a ten minute break or approximately eighty hours, if the break is not considered and perhaps it should not be because during it he is usually consulting with students. His rate of pay therefore amounts to \$20.00 an hour.
- e. In [REDACTED] case, the per diem does not in his opinion cover the difference between the cost of remaining at home and living with his family in Washington. (It is to be noted that the Agency refunds the cost of his own travel from his home to Washington and return.)

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f. Since [] must pay rent on his apartment at home and since rentals in Washington for a short period are high, [] considers that the per diem does not add appreciably to his income.

2. It should be noted that top flight specialists in the universities rank as professors. Their work load is usually less than that of assistant professors and of course their salaries are higher than those noted above. If the wage scale alone were the determining factor in whether or not this Agency could attract top flight specialists to lecture during the summer program, it is doubtful that we could persuade such men to cooperate with us. If, on the other hand, younger men, able but lacking reputations in their fields, are to be attracted, it is suggested that they will not come at a figure which reduces their earning power below what they might make by teaching in the summer session as indicated above.

3. May I take the liberty to point out that as the intellectual level of a course and of the students attending it becomes higher, the scope of the course becomes very much wider, the content much broader and the implications of the teaching more complicated. To cope with this situation, even the most distinguished professors must spend many hours in preparation for a single lecture, not only in the development of the lecture itself, but also in maintaining their own standards in question and answer periods and seminar work.

